

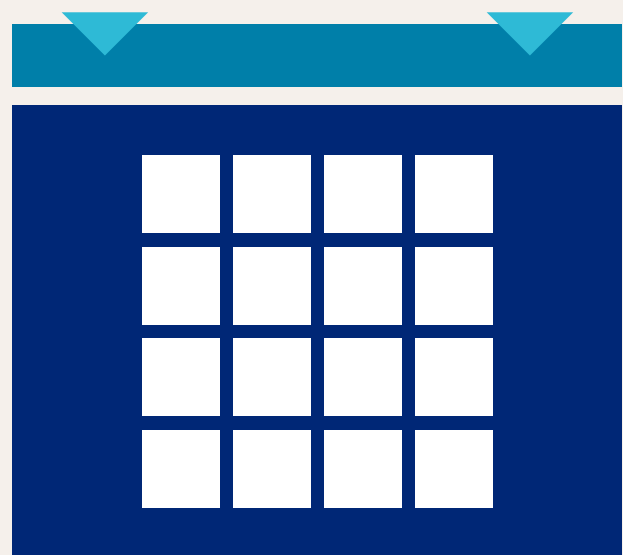
ARE WE GETTING CLOSER TO A **FOUR-DAY WORKING WEEK?**

The UK pilot of a four-day working week, a trial that saw no loss in pay for employees working four days instead of five, has now concluded.

Of the 61 companies who took part, 56 have said they will continue, with 18 making it a permanent arrangement. But will this herald a gradual change in attitudes, and are we getting closer to the four-day week becoming a reality throughout the world of work?

We surveyed over 11,000 professionals and employers in a bid to gauge current opinions towards this working trend and practice.

93%
think the
four-day week
is a **good idea**



WHERE DO PEOPLE THINK IT COULD MAKE A **POSITIVE IMPACT?**

89%

Employee **mental health**
and **well-being**

59%

Organisational
productivity/efficiency

44%

Talent **attraction**
and **retention**

FINDINGS

THE CURRENT STATE OF PLAY

Who's doing it?

Have introduced or are trialling a four-day week



Are considering implementing it



Aren't considering it



Are unable to consider it due to their organisation/sector



For those doing it... how does it work?

38%

Everyone has **the same fixed day off**, i.e. Monday or Friday

31%

The **'off-days' are staggered**, so employees are off at different times

16%

Employees can **choose** which day they take off

15%

Other working model

HOW HAVE PROFESSIONALS FOUND IT?

92%

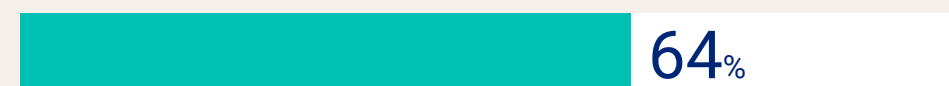
say working a four-day week has had a positive impact on their **home life**

84%

say working a four-day week has had a positive impact on their **professional life**

How do people typically spend their extra day off?

Life admin, i.e. household chores, appointments



Use it for leisure time/exercise/hobbies



Spend time with friends/family



A year ago, only 9% of employers were considering introducing a four-day week. That's now risen to 17%.

EMPLOYER CHALLENGES

53%

of those not considering implementing a four-day working week say it's because they're **not prepared from an operational perspective**

34%

would be **more likely** to consider offering it if staff spent **all four days in the workplace**

62%

of professionals **would rather work a four-day week with all days spent in the workplace** than a five-day week in a typical hybrid pattern

FINDINGS

WHAT'S THE POTENTIAL CIVIC IMPACT?

31%

think the four-day week could **positively impact** the environment and our carbon footprint

21%

would spend their extra day off **volunteering** if they worked a four-day week

A year ago, only **65%** believed the four-day week would ever happen, a figure that has now gone up to **74%**

Although **46%** think the four-day week will become a reality in the next five years, only **5%** of organisations have so far implemented it

LOOKING TO THE FUTURE

64%

of professionals would be **tempted to move to a different organisation** if it was offering a four-day working week, a figure that has gone up from 53% last year

When do people think it will become a reality?

Within 1-2 years

14%

Within 2-5 years

32%

Within 5-10 years

28%

Never

26%

For more insights into the world of work check out our latest **Salary & Recruiting Trends**, for key stats and market intel on salary increases, skills shortages, hybrid working and more.

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Methodology

These findings are based on a survey carried out between 6th February to 20th February 2023 that received 11,889 responses from across the UK.